



**Empowering Hispanic Construction Workers
On Safety, Health and Environmental Issues on Job Sites**

**Friday, September 14, 2018
OSHA Construction Safety & Health 2018 Conference**

Houston, Texas

About the RHCA

Mission Statement

The mission of the Regional Hispanic Contractors Association is to promote and support the advancement and economic growth of the Hispanic Contractors in Texas. We are committed to developing programs and facilitating the resources needed to help Hispanic Contractors reach their potential.

Services

Some of our programs being developed this year include a website for members to use as a resource guide for upcoming jobs, financial, legal assistance, insurance and bonds, etc. We are working on setting up classes to help more Hispanics become bilingual. It is important to be able to communicate with those entities that will provide the opportunity for growth. In addition we are starting up a mentoring program to help individuals train and learn about all aspects of the construction industry. We also have a plan room available for members to check our plans of current projects. As well, throughout the year we have various events that facilitate.



Instructor Bio

Manuel “Manny” Rodriguez, C.S.H.O., C.S.S.T.



NHCA Construction Safety Council Chair Manny is a respected thought leader in Construction Safety recognized by both the National Hispanic Construction Association (NHCA) and the largest HCA in the country, the Regional Hispanic Contractors Association (RHCA) based in Texas.

His experience expands more than **15 years in the concrete safety area**; showing broad knowledge of mega projects to light commercial. His success in the field gives him first-hand knowledge of construction to effectively communicate safety practices and policies to construction workers from diverse backgrounds.

He is a Certified Safety and Health Official in Construction and a Contractor Site Safety Technician who has facilitated numerous presentations across the country including the U.S. Department of Labor OSHA Alliance Roundtable.



Session Overview

Empowering Hispanic Construction Workers On Safety, Health and Environmental Issues on Job Sites

Is aimed at reducing construction worker risks and increasing safety. Learn key elements of outreaching to construction workers to create a culture of safety that promotes worker confidence to follow and encourage safety protocols, policies and procedures.



What is Safety Culture?

Safety Culture REMIND US to elevate our level of awareness of safety by making it **PERSONAL, RELEVANT AND IMPORTANT**. Such that it impacts our choices and actions in which we believe absolutely **no injury is acceptable** to us and our fellow co-workers or our families. Therefore, **we challenge ourselves to increase awareness** of and commitment to safety in everything that we do.

RESPECT

- To embrace **a safety culture**, I first respect myself, my co-workers, and all our families. Then I must respect the mission to be safe – always.

COMMITMENT

- To commit to total safety for myself and others and I am committed to speaking up, and even stopping work when I see an unsafe situation.

RELATIONSHIPS

- I actively build personal relationships with my peers, and take responsibility for my own actions and the actions of my fellow co-workers.



How to Develop Safety Culture?

The foundation of all accomplishments is based on relationships. Increasing relationships provides the opportunity for accomplishments to evolve proportionately.

- PERSONAL
- RELEVANT
- IMPORTANT



Examples of Creating Safety Culture

- Morning meeting participation
- Learning to become a good listener
- Speaking up
- Bringing new ideas
- Building relationships
- Changing mindsets



Teaching Hispanic Construction Workers to Speak and Communicate Safety Issues and Expectations at Job Sites

We Remember:

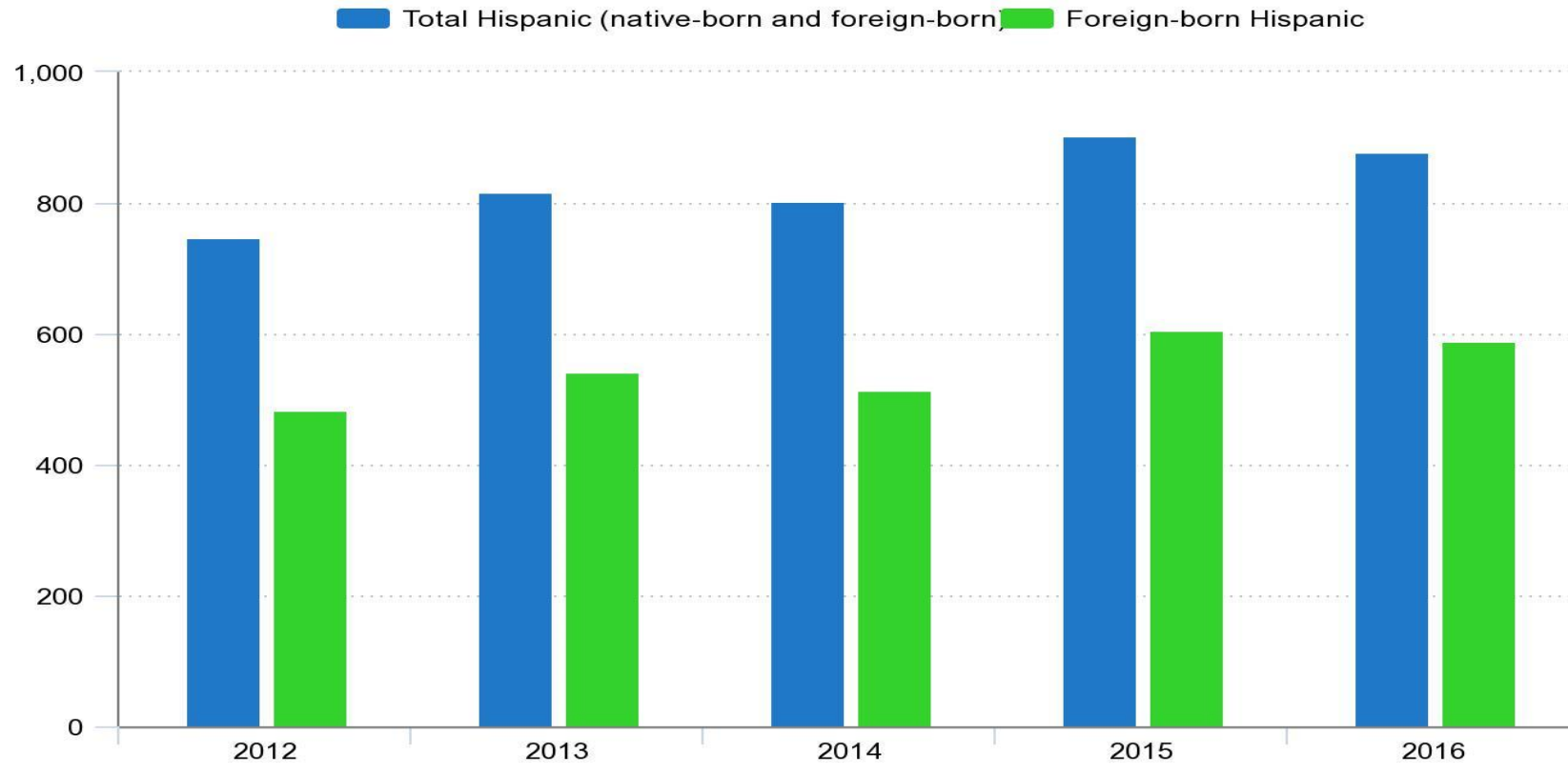
- 10% of what we read
- 20% of what we hear
- 30% of what we see
- 50% of what we see and hear
- 70% of what we discuss with others
- 80% of what we personally experience
- 95% of what we teach others

Edgar Dale, an American educator, who developed the "Cone of Experience." He made many contributions to audio and visual instruction. He died in 1985, but his educational contributions still live on today.



Fatal Work Injuries to Hispanic or Latino Workers

Fatal work injuries to Hispanic or Latino workers



Hover over chart to view data. Click legend items to change data display.
Source: U.S. Bureau of Labor Statistics.



Setting Expectations at Job Sites

- **Plan** your work then work your **plan**.
- If it is not safe, do not do it, and do not have your co-worker do it either.
- If you see something that is unsafe, **speak up** immediately, then and there, to your supervisor, no matter whom - no matter what. **IF YOU SEE SOMETHING, SAY SOMETHING!**
- If you are not sure or do not understand something, **speak up and ask**.



Insights on Becoming a Safety Leader

- Understanding the worker's culture
- Acknowledgement of any language barriers or disabilities
- Mentoring workers
 - Personal
 - Commitment
 - Relevant



Building Confidence

- Recognize safety, quality and production
- Conduct safety meetings
- If an employee stops a task for a safety reason, management needs to back them up
- If the employee brings up a safety concern, it needs to be addressed promptly. It should not go into a **black hole**
- If there is an injury, the investigation needs to be conducted in such a way that the person will **NOT** feel blamed
- Explain that this is a learning lesson so that we can eliminate the next injury



Building Relationships with Coworkers

- Understand your coworkers culture
 - Where do they come from?
- Visit the projects and be visible
- Greet them by their name
 - Place names on hardhats
- Take the time to follow up on injured coworkers
- Be GENUINE!!!!



Encouraging Others to Practice Construction Safety Protocols, Policies and Procedures

- Set expectations and accountability
- Letters from loved ones
- Involve employees in training procedures
 - Make short clips of good Safety Quality Production (SQP) practices
 - Make demonstrations (Body Harnesses/Tools)
- Signs and Pictograms



Other Practical Techniques to Empowering Hispanic Construction Workers on Safety, Health and Environmental Issues on Job Sites

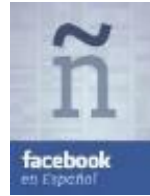
- Involving worker's families in their everyday activities at work and home
 - Company Newsletters
 - Social Media (Recognition)
- Mentor Program (New Hires)
- Career Path (Expectations)
- Involve them in decision making



Join us on Social Media



#DFWRHCA



@DFWRHCA

www.regionalhca.org

972-786-0909



Questions?

